



*Natural Resource Management
Career Development Steering
Committee (NRMCDSC)*

Chartered in 1990 to advise HQ of career related issues for the NRM family.

One representative from each Division and a Chairperson. HQ representative is Steve Austin.



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Program Summary

1989 -- First training needs survey conducted to determine training needs as defined by both employees and their supervisors.



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Program Summary

1991 -- Meetings conducted among eight resource agencies using the GS-025 series, laying the groundwork for a presentation to the Office of Personnel Management in an attempted bid to obtain professional status for the GS-025 work force.



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Program Summary

1992 -- An educational background survey was conducted to:

1. Determine the educational backgrounds of the professional NRM work force.
2. Provide baseline data and validation as attempts were made to professionalize the 025 series.



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Program Summary

1992 - 1994 -- Committee drafted and obtained HQUSACE approval on the Natural Resource Management Career Guide (EP 690-2-2). The guide provides the first comprehensive training and career guide for all NRM members.



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Program Summary

1995 -- The committee began to examine a completely new learning system concept, outcome based, comprehensive, and multi-leveled. A complete curriculum was drafted and readied for HQ presentation. The program consisted of a core curriculum, taught early in an employee's career and included an unprecedented exportable component, which would be taken at the employee's home station.



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Program Summary

1996 -- As the newly formed Operational Manager's positions began being filled, a broad-based training need was discovered covering all aspects of operation, flood control, navigation, recreation, hydropower, and environmental stewardship. In cooperation with HQ, the NRMCDSC developed an outline for course content.



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Program Summary

1998 -- HQ was presented a straw man and curriculum guide based on the new training system concept. It was agreed to develop one exportable product to better understand the effectiveness of exportable training.



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Program Summary

1998 - 2000 -- Career Plateauing within the Corps' professional staff was studied by Dr. Bonnie Bryson under the auspices of the committee.

1998-2000 -- Safe Self, a CD-ROM-exportable, outcome-based teaching aid was developed and fielded. The product was incorporated into ER 1130-2-0213 as a tool authorized to meet training and refresher requirements.



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Program Summary

1999 - 2001 -- The NRMCDSC Website was under design when the NRM Gateway Website was announced. NRMCDSC's ability to deliver information to its customer base through the stovepipe system has been problematic in the past. Goals include:

1. Delivering career information to the customer base allowing more informed career decisions.
2. Providing for two-way communication
3. Providing results of surveys and other COE information.



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Program Summary

2002 - 2003 -- The NRMCDSC has entered into a contract with Future Research to develop the first phase of a yet to be named exportable product. This product, designed for all NRM members will be an expandable product designed to bridge the gap between entrance on duty and the formal training offered by PROSPECT or other sources. It is doubtful that the first phase will result in a product, as it is designed to set up the infrastructure of the product and develop the curriculum.



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Rechartered in 2000 with the following goals:

- Provide all NRM personnel with information concerning training avenues and career development opportunities.
 - Position the Corps as an “employer of choice” for those in the field of natural resource management.
 - Develop the “Corp culture” within all NRM personnel.
- Aquaint new team members with the organization’s history, corporate objectives and basic organizational structure.
- Provide NRM team members the information that will allow them to make informed decisions regarding career opportunities as well as the tools needed for the team member to advance along their chosen career path.



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Objectives:

- Periodic review of the existing employee development and training programs and the identification of new employee development programs and training needs.
- Develop a better understanding of, and recommendations related to, career related issues through periodic review of employee demographics and attitudes.



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Objectives:

- Facilitate the development of identified and approved developmental programs and learning opportunities. Make recommendations and assist in the consolidation of courses and programs to simplify the program and gain greater employee and cost benefits. The Committee will periodically review the current state of technology associated with successful training and developmental programs.



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Objectives:

- Develop and maintain information dissemination avenues and vehicles to provide career and training information to the NRM community by utilizing the most practical means. The committee will keep abreast of advances made in the areas of information exchange and endeavor to utilize methods that will deliver information to the greatest majority in a cost-effective fashion.



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Objectives:

- Identify, analyze and keep current career ladders for each of the major components within the NRM Program to include suggested and mandatory training requirements and the avenues to obtain this training. Also maintain and provide information to team members who wish to consider opportunities in other Corps of Engineers business functions.



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Objectives:

- Provide input and recommendations to CECW-ON regarding needed employee development and training programs.



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**Current Corps of Engineers Training
Philosophy**

- Attendance Based
- Resource Intensive/Not Economical
- Segmented and Segregated (technical based)

Current Training Programs



- Attendance Based
- Inconsistent
- Un-equitable
- Instructor Paced
- Resource Intensive.
- Segmented, Technical Based



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Proposed Corps of Engineers Training Philosophy

- Outcome Based
- Development Intensive/Economical Delivery
- Holistic and comprehensive
- Consistent message across the nation

New Learning Opportunities



- Employee Paced
- Outcome Based
- Equitable
- Consistent message.
- Development Intensive/Economic Delivery
- Holistic/Comprehensive



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New Training Product Based on Exportable
Technology with 5 areas of competencies:

- Recreation
- Environmental Stewardship
- Environmental Compliance
- Project Management
- Resource Management



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Each of the 5 areas may be divided into
three levels of knowledge:

- Basic
- Intermediate
- Advanced



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NRM Trail Guide (EP 690-2-2)

- Comprehensive Career Planning Tool for NRM family. (Maintenance, Rangers, Managers, Administration, Staff Personnel) 1994/2002 versions
- Good tool for team members to use when discussing training and career enhancement assignments with their supervisors



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NRM Trail Guide (EP 690-2-2)

- Provides practical advice for team members as well as a listing and sources for prioritized training needs
- Attempted to address the SOS organization
- Currently in HQ for review and publication



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GS 0400 Series:

- The CDSC worked with HQ USACE, Human Resources to comment on the Draft Job Family Classification Standard for Professional Work in the Natural Sciences Group, GS-400.
- PROS of using the GS-400 series in the NRM Community:
 - Potential to broaden the career path for certain individuals.
 - Positive degree requirement. Employees will have a minimum of 24 credit hours in natural sciences.
 - May help in the effort to attract the “brightest and the best.”
- CONS of using the GS-400 series in the NRM Community:
 - Could develop a one dimensional work force.
 - Potential to narrow the recruiting pool.



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Natural Resources Management
Gateway
to the future . . .



Natural Resource Management Career Development Steering Committee (NRMCDSC)

Career Development Steering Committee Members

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Steering Committee Members

This page contains contact information about the Natural Resource Management Career Development Steering Committee (NRMCDSC). The committee is currently comprised of individuals representing each Division, and a committee chair who does not represent a Division. The Division member may typically work in a Division, District, or field office. In the year 2000, to ensure that maintenance and clinical personnel had representation, the Chair of the committee was changed to reflect administrative and maintenance representation.

Committee members typically serve through six meetings (approximately 3 years). Committee members working on a long-term project may be replaced on the committee, but be retained as an ad hoc committee member to achieve continuity for the project. Below is a current listing of committee members and their Division representation.

The NRM Career Development Program (CECW-CPD) Program is Steve Austin. Steve provides guidance, policy, and information to the committee, and represents our program in Headquarters.

NRMCDSC Members & Positions			
Committee Member	Location and Position	Organization	Appointment
Steve Austin	Mississippi Valley Division, Outdoor Recreation Planner	District	FY00
Michael J. Cummings	Great Lakes and Ohio River Division, Chief, NRM Section	District	FY00
Larry Evans	Ballentine District, Outdoor Recreation Planner	District	FY01
Glen Locke	Northwestern Division,	District	FY03
Kevin Wagner	South Pacific Division, Park Ranger	Field	FY00
Marlyn K. Jones	Southwestern Division, Park Manager	Field	FY00
Albert Branch	Maintenance Rep, Ashpole Lake, SPD	Field	FY03
Elizabeth Bowen	Administrative Assistant, Beaver Lake, AR	Field	FY00
Dwight R. Bond	Chairperson Operating Manager, Raystown Lake, PA	Field	FY96
Arthur Ruffenach	Supervisory Park Ranger, South Atlantic Division	Field	FY00
Stephen B. Austin	Program Coordinator	HQ/USACE	Indefinite

<http://corpsdikes.usace.army.mil/employees/career/members.html>

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Natural Resource Management Career Development Steering Committee (NRMCDSC)

Natural Resources Management Gateway

Career Dev



Headquarters POC: Steve Austin

This Website contains information that will help you make informed decisions concerning your career. The site contains resources by which you can learn about vacant positions, temporary details, and training opportunities. It will also give you a road map through the hiring maze and grant insight into what it takes to be a successful candidate.

Among many other items, the site provides a guide to help you determine the path toward what you define as success. The site will help you locate training opportunities and help you learn how to enhance your value, even in the era of tight training budgets. Perhaps most importantly, this site will give you the tools to put yourself in charge of your own career. You have heard it said that information is power. No place is that truer than in learning how to enhance your career opportunities.

You can also find the answers to many age-old questions that Natural Resource Management employees working for the Corps of Engineers have repeatedly asked since the program's inception. Advice, tips and hints from employees within our program who have "made it" are also available and valuable.

How to use this site:

While every attempt has been made to explain government acronyms within the text of this site, some newer team members may want to refer to the NRM Acronyms listing to break the code.

- At a Glance
- Policy & Procedures
- Program Summary
- Hiring, Training & Career Development
- Job Postings
- Library
- Steering Committee Members
- Archives
- News / Current Issues
- Comments & Questions
- Recommended Reading
- Frequently Asked Questions
- Good Enough to Share
- Lessons Learned
- Headquarters' Perspective
- Division & District POC's

<http://corpsdikes.usace.army.mil/employees/career/career.html>

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Career Development: Hiring, Training & Career Development

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Hiring, Training & Career Development

Hiring, Training & Career Development

- **Job Search** - This site will help prospective employees find the tools to allow them to seek, learn about, and apply for a position within the Corps of Engineers or other federal agencies.
- **Recruitment and Hiring** - This page will give tips to supervisors or other management personnel as they seek to recruit the "brightest and the best," request a recruit action, and make a selection.
- **Environmental Careers Recruitment CD**
- **Career Development** - The purpose of this site is to provide "self help" tools, provide hints on competing for developmental assignments, temporary promotions, and temporary details. It will also provide advice for working within the corporate structure of the agency to climb the ladder of success.
- **Training Opportunities** - This site allows users to locate federal and non-federal training that will be needed to enhance their technical skills, to let them acquire skills needed for more challenging positions, and to sharpen their managerial techniques.

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Technical Problems
Updated May 1, 2002